

# Newbury Park Primary

## Anti bullying policy

### 1. Aims:

Bullying is not tolerated at Newbury Park Primary School. We aim for all children to be safe and healthy and to enjoy and achieve with confidence. We aim to produce an environment where everyone feels respected; people can talk to each other and have their views taken seriously.

The purpose of this policy is to ensure that all children can develop good relationships with each other. The method of dealing with all incidents is to emphasise that children are learning how to respect and communicate effectively with each other.

The policy sets clear guidelines for staff to deal with and manage bullying issues. All staff must be aware that bullying can occur in any school or class, no matter how well regulated, and deploy preventative strategies.

We recognise that alleged incidents of bullying can be very stressful for parents. We aim to work with parents as partners to achieve the best for their child. School staff will always investigate any incident thoroughly and work to address the feelings of all children concerned.

### 2. What is bullying?

Bullying is the intentional, repetitive or persistent hurting of one person by another. Bullying can be done face to face, through third parties, or by sending messages or images by email, text or over the internet.

Any behaviour which harms others who do not have the skills or resources to counter this behaviour could be seen as bullying. It may be exhibited as:

- Physical harm
- Threat of physical harm
- Nasty name calling or teasing
- Extortion; demand of money or favours
- Exclusion; deliberate leaving someone out of an activity

We need to be aware that not all aggression is bullying. It becomes bullying when it is exercised through the use of power rather than an exchange between equals.

Children can bully and be bullied at the same time. Anyone can be bullied for any reason eg where they live, height, weight, hair colour, ethnicity, religion, gender, disability or sexuality.

### 3. Procedures:

All staff must be vigilant in detecting behaviour that might lead to bullying. All children are encouraged to speak to a member of staff if they are being bullied, so that it can be investigated thoroughly.

When dealing with an incident of bullying we talk with:

- The target of the bullying behaviour
- The (alleged) perpetrator
- Any assistants (who participated in the bullying behaviour), reinforcers (who encouraged the actions), defenders (who went to the aid of the target) and witnesses, who were not involved.

We seek to resolve the situation with:

- A clear statement about expectations for good behaviour
- Reassurance to the target
- Apologies (as appropriate)

- Punishment (as appropriate)
- An understanding that the situation will be monitored.

We then arrange regular follow up meetings for a designated period with those involved. Brief records of the incident and follow up are kept.

If necessary, (eg in complex and persistent situations) a member of the Leadership Team is also involved.

In these cases:

1. We interview the target of bullying and reassure them that they can speak freely and that the situation will be changed. We aim to ensure that the target of bullying feels safe.
2. A meeting is convened for all those involved. Reassurance is given that no punishments will be given for past incidents. Often incidents of bullying arise from long standing poor relationships between children. In these circumstances it is imperative to deal with the underlying feelings and motivation of those involved, not just the behaviour.
3. The problem is explained from the point of view of the target of bullying, details of individual incidents are avoided.
4. The group of children involved is told that they all have a responsibility and can do something about it. Each child is asked in turn how they can help. Staff assist the children in discussing issues and finding a way forward.
5. Within a designated period the group meets again to discuss the situation. There is follow up at intervals until the problem is resolved. This provides an opportunity to monitor behaviour and keep the children involved in the process. All involved are given instructions about the expectations for their future behaviour towards each other.
6. There is open communication with parents during this process, although specific information may be confidential.

#### **4. Preventative strategies:**

We have many activities that take place to prevent bullying. These include:

- Circle times
- School council
- Friendship weeks
- Peer mentoring
- Reward systems
- Social groups
- Assemblies
- Parent evenings
- Parenting classes
- Questionnaires
- Staff training
- Use of outside agencies

#### **5. Off the premises**

Bullying can take place outside the school's gates and on journeys to and from school. We encourage children and parents to inform the school if such a bullying incident occurs so that we can work together to prevent a reoccurrence.

#### **6. Review**

This policy will be reviewed every 2 years to monitor its impact, exchange ideas about bullying with the school community and to plan for the future.

To be reviewed Autumn 2014.